

**EXTRACT FROM THE COUNCIL MINUTES HELD ON 28 MAY 2018**

Item A238. 28.05.2018

**MTREF 2018/2019 POLICY NEW – REMUNERATION POLICY**

J C P Tesselaar: Chief Financial Officer

(Ref.: 6/1/1/B)

**PURPOSE**

To seek Council's approval for the proposed Remuneration Policy.

**BACKGROUND**

Council needs to approve all new policies. Finance- and Budget related policies (including the proposed Remuneration Policy) must be alignment with the IDP, Budget and SDBIP. It is also needed to consider the mentioned policy as part of the adherence to the King IV principles.

**LEGAL REQUIREMENTS**

In terms of Section 7 (1) of the Municipal Budget and Reporting Regulations, published under Government Notice 393 in Government Gazette 32141 dated 17 April 2009. Section 7(1) requires "The municipal manager of a municipality must prepare, or take all reasonable steps to ensure the preparation of the budget-related policies of the municipality, or any necessary amendments to such policies, in accordance with the legislation applicable to those policies for tabling in the municipal council by the applicable deadline specified by the mayor in terms of section 21(1) (b) of the Act".

**ATTACHMENT**

Proposed Remuneration Policy

Amendments :

- 6.2 *Jobs will be linked to the pay structure in accordance with their relative evaluated level as approved by the Municipal Manager.*
- 6.3 *The Overberg District Municipality will use the job evaluation system for employees falling under the Bargaining Council Agreement.*

**UNANIMOUSLY RESOLVED :**

The proposed Remuneration Policy was approved with effect 1 July 2018, with the amendments.

**CERTIFIED A TRUE EXTRACT FROM THE MINUTES OF THE COUNCIL MEETING  
HELD ON 28 MAY 2018.**

  
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**DP BERETTI**  
**MUNICIPAL MANAGER**